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UNITED STATES OF AMERICA	)
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	)
v.	)
	)
RUSSELL LEWIS,	)
	)
Defendant.	)
	)
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Docket No.: 23 CR 32-001(LTS)
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This Sentencing Memorandum is submitted on behalf of Russell Lewis (hereinafter “Lewis” or “Mr. Lewis”) the defendant in the above captioned matter.

## SUMMARY OF RUSSELL LEWIS' BACKGROUND AND HISTORY

Russell Lewis was born on [REDACTED] 1966, in San Antonio, Texas to his mother, Virginia Lewis, and his father, Russell Lewis Sr. He has one sibling, an older sister named Karen. His parents married in June of 1962. Virginia, a homemaker for approximately the first 12 years of Lewis' life, later worked in the banking industry. Russell Sr. was employed as a mechanic, then later worked in management at an automobile dealership. The family lived in a three-bedroom, one bathroom home and had no serious financial issues.

Lewis describes his father, Russell Sr., as a "genius" who accomplished so much in his career despite his lack of education. However, throughout Lewis' young life, his father, an alcoholic, drank almost every day and was often verbally abusive towards the entire nuclear family. In addition, Russell Sr. would shame Lewis if he expressed any emotion, particularly tears, as a result of the abuse he was receiving. Due to the alcohol and abuse, Virginia took the children and moved into her parents' home when Lewis and his sister were still toddlers. However, the separation was short-lived as Lewis, his mother and sister, returned to live with their father after only 6 months of separation. Years later, in the mid-1990's, Virginia and Russell Sr. divorced due to his infidelity but later reconciled just prior to Russell Sr.'s death in 1998.

Growing up, Lewis was extremely close to his grandfather on his mother's side, a Baptist minister named Reverend William Ervin, who pushed Lewis towards Christianity. Feeling disconnected to the religion, Lewis began to explore Judaism, eventually converting in 1985. Despite his conversion, Lewis did not initially fully immerse himself in the religion.

In 1987, shortly after converting, Lewis met his long-term girlfriend, Karon Christiansen. The two began an intimate relationship and moved in together in California in

1988 where Karon owned a TV production company. During their relationship, the two attempted to have children but were unsuccessful.

Lewis continued living with Karon into late 1990, when he returned to San Antonio to help care for his father after he was diagnosed with skin cancer that had metastasized to his lungs, requiring multiple surgeries. Less than a year later, in June of 1991, Lewis was arrested and served time until 1995, when he was placed on parole. Upon his release from jail, Lewis began to more fully embrace the Jewish faith. The change began after his Reverend Ervin, who once had pushed him towards Christianity, expressed support for Lewis' religious pursuits. In response, he began working with a Rabbi, studying Torah, keeping kosher and working more closely with the Hasidic Jewish Community. During the holidays, Lewis, along with his new-found community, would participate in food drives in efforts to feed the homeless.

In late 1995 Lewis' grandfather passed away from a heart attack. Lewis was devastated by the loss. Soon after, in 1997, Lewis' girlfriend of 10 years, Karon, passed away from ovarian cancer. Prior to her death, Karon had remained supportive of Lewis throughout his time in prison.

In 1998, while still grieving Karon's death, Russell Sr., who had successfully beaten cancer several years before, died from a brain tumor on Lewis' birthday. Prior to his death, Lewis had stayed with his father for several months, assisting with his care. Despite their issues in the past, Lewis was heartbroken at the loss of his father. Throughout his life, Lewis had always sought his approval. Today, Lewis vividly recalls the words his father said to him months before he passed away: "If you ever felt like I treated you poorly, or didn't accept you as a son, I am sorry for making you feel that way".

After his death, Lewis' mother, Virginia, went on to marry Leonard Holmes. Lewis liked Leonard a great deal and the two had a very positive relationship. Lewis remained living in San Antonio until moving to Los Angeles in 2006.

Once in California, Lewis began what would be his first homosexual relationship. While he had always felt attracted to both sexes, Lewis had never pursued a relationship with another man until his move to California. While this relationship ended, the two remained good friends.

In late 2011, Lewis met his present boyfriend, Min Nguyen. The two hit it off immediately as the two were very compatible and established a deep and loving relationship. Even after Lewis' present arrest, the two remain together and are in frequent contact.

Presently, Lewis' mother, Virginia, 79, is believed to be living in San Antonio, Texas. His sister, Karen, who was previously diagnosed with bipolar disorder and alcohol dependence issues, works in real estate and also resides in Texas. Lewis has had no contact with his mother and sister for approximately 20 years. The breakdown of the relationship began when Karen's 5 year old daughter reported being molested by Karen's then boyfriend. Initially, Virginia took temporary custody of the child to keep her from the abuse. However, Virginia and Karen eventually allowed the abuser back into the child's life, devastating Lewis and alienating him from his family members.

Regarding the case at bar, Mr. Lewis has fully accepted responsibility for his criminal conduct, as indicated by his guilty plea. He has made efforts since his arrest to better himself and understand the behaviors that led to committing the crimes for which he was charged, and to prevent a recurrence of such behaviors. Mr. Lewis asks this Court to consider the factors herein when determining an appropriate sentence.



## **WORK HISTORY**

Lewis graduated from Robert E. Lee High School in San Antonio, Texas in 1984.

While still attending high school, he began his first job, at the age of 16, working at the local Taco Bell in San Antonio, Texas. After graduating in 1984, Lewis began employment with Powerhouse Gym, also in Texas.

In the mid 1980's, Lewis' father offered him a job working with him at Batchelor Cadillac in San Antonio. Lewis took the position but left to work at Gold's Gym after one year due to continued strains in their relationship. Despite their issues, Russell Sr. again persuaded Lewis to return to Batchelor Cadillac. However, the relationship again quickly deteriorated as Lewis recalls being berated and belittled by his father on a constant basis, with reminders that Lewis was simply not "good enough."

In or about 1988 through 1990, Lewis worked for his then girlfriend, Karon Christensen's production company in California, earning about \$35 an hour. However, he returned to San Antonio after his father was diagnosed with melanoma that had metastasized to his lungs.

From July 1991 to 1995, Lewis was incarcerated and unable to work. Prior to his arrest and conviction, he had never been in trouble. His parents were stunned by his arrest and expressed incredible disappointment in his actions. His girlfriend, Karon, was also devastated by the news, but remained with him throughout his incarceration. While incarcerated, Lewis participated in several college courses. In addition, he participated in a Data Processing and Computer Programming course as well as an Electronics Repair course.

Upon his release, Lewis briefly attended Palo Alto Community College in San Antonio, Texas. In addition, he worked as a carpenter for Lyda Constructors in San Antonio, earning about \$12.50 an hour fulltime. He also enrolled in Journeyman trade school.

In 1997, Mr. Lewis left his job to begin his own business, RLGI (Russell Lewis Group, Inc), a construction consulting company in Texas. Then, in or around 2000 to 2001, Russell worked a concession stand at a bingo parlor, Flamingo Kitchens, which was co-owned by his mother's second husband, Leonard Holmes. The business ended when Lewis was arrested and served approximately 6 months in prison.

In the Mid-2000's, Lewis began Capitalist Ventures, also in San Antonio but ended in or around 2007-2008 due to the financial crisis.

In late 2000, Lewis started another company, helping to manage websites and assisting individuals in resolving their credit issues. The business continued into late 2018 to early 2019. During late 2017, Lewis also began Requires Effort, another business venture.

Lewis was ultimately arrested for the present crime in 2022. Ultimately, Defense believes that Lewis' continued employment in the course of his life, are indicative of a high work ethic and ability to successfully contribute to society. Thus, upon his release, Lewis has both the ability and experience to rejoin society as a productive and contributing individual.

## **MEDICAL HISTORY**

Since about 2003, Lewis has suffered from Spondylosis, a painful condition causing chronic back and leg pain and numbness. Lewis refuses to take medication for the pain despite

recommendations by doctors at Essex County Correctional Facility. Instead, he treats his symptoms with Yoga and Exercise.

Mr. Lewis has never used illicit drugs and consumes alcohol only for religious purposes.

## **PRE-TRIAL CONDITIONS**

Currently, Mr. Lewis is incarcerated at Essex County Correctional Facility, where he has remained following his arrest in California. Since his incarceration, Lewis has been a model inmate with no disciplinary infractions and has worked proactively to better himself.

As of June of 2023, Lewis has participated in over 250 programs through the Facility's E-Learning Courses. The classes range from Advanced Communication courses to Writing Skills to Managing Stress and to this day, Lewis continues his participation, recently completing additional classes in Substance Abuse, Parenting and Anger Management. Further, in April of this year, Lewis participated in an essay writing contest, placing 8<sup>th</sup> in the competition for which he was extremely proud.

Lewis has also managed to build strong relationships with those he is incarcerated with from all backgrounds and cultures and has attempted to bring positivity to an otherwise difficult and bleak time. He has become a leader in the facility's small Jewish community, running prayer groups and translating Hebrew to English for those who need support.

Sadly, Lewis has experienced Anti-Semitism within the correctional facility, specifically among the officers. Slurs aimed towards Lewis and other Jewish inmates are common. In addition, Lewis has found it difficult to receive proper kosher meals. Further, despite efforts to apply for multiple jobs outside his dorm Lewis, along with other Jewish inmates are consistently denied positions, including work as kitchen staff, laundry and even shower scrubber.

In addition, Lewis who has never used drugs in his life, has found it difficult to cope with the influx of k2 and weed brought into the facility, often by officers and used by others in the dorms. To alleviate the smell and headaches, Lewis often places toilet paper up his nose to be able to sleep.

While the conditions are tough, Lewis chooses to not “make waves” to avoid making his incarceration more difficult and continues to spread a positive outlook to those around him.

When considering an appropriate sentence for Mr. Lewis, defense asks the Court to consider his positive influence and efforts in prison as an example of his promising personal growth and consider such when reaching a sentencing determination.

#### **NATURE/CIRCUMSTANCES OF OFFENSE**

From 2016 to 2020, Mr. Lewis falsely claimed that he was “Clifford Ari Getz,” a billionaire investor, in order to solicit and receive over \$3 million from victim #1 and \$550,000 from victim #2.

Lewis has admitted his guilt for his conduct. While the probation report indicates a lack of remorse on the part of Mr. Lewis, defense would note that probation spoke to Mr. Lewis along with defense during a fairly short three-way telephone call, which provided limited ability for probation to gauge his true level of remorsefulness for his actions.

#### **CONSIDERATION OF THE ADVISORY SENTENCING**

18 U.S.C. Section 3553 (a) requires a sentencing court to take the advisory sentencing guidelines into consideration. We do not object to the accuracy of the guideline calculations as

set forth in the PSR, but ask the Court to consider the relevant factors, including but not limited to the defendant's background, his minimal recent criminal history, and his efforts to improve himself while incarcerated when determining an appropriate sentence.

On January 12, 2005, the Supreme Court severed and excised the provisions of the Guidelines that made them mandatory, thereby "mak[ing] the Guidelines effectively advisory." *Booker*, 125 S. Ct. at 757. Instead of being bound by the Sentencing Guidelines, the Sentencing Reform Act, as revised by *Booker*, requires a sentencing court to consider Guideline ranges, but permits the court to tailor the sentence in light of other statutory concerns as well, see §3553(a). *Booker*, 125 S. Ct. at 757. Thus, under *Booker*, sentencing courts must treat the guidelines as just one of a number of sentencing factors set forth in 18 U.S.C. §3553(a).

We submit that a below Guidelines sentence is warranted for Counts 1 and Counts 3 under the factors set forth in 18 U.S.C. Section 3553(a) in order to impose a sentence "sufficient but not greater than necessary" to satisfy the objectives of federal sentencing. (See Section 3553(a)).

#### **NEED FOR EDUCATION, VOCATIONAL TRAINING, MEDICAL CARE OR OTHER CORRECTIONAL TREATMENT**

Mr. Lewis requires little educational and vocational training that could be gained through incarceration. He is a high school graduate with some college credits. He has also worked steadily since his teenage years and is still marketable at the age of 57.

Therefore, not only can potential Bureau of Prison resources be utilized elsewhere, but Defense asks the Court to consider the aforementioned factors when considering an appropriate sentence.

## ADEQUATE DETERRENCE

Specific and general deterrence is a component of most sentences, although it provides no quantifiable reduction in crime. Research has consistently shown that while the certainty of being caught and punished has a deterrent effect, "increases in severity of punishments do not yield significant (if any) marginal deterrent effects." Michael Tonry, *Purposes and Functions of Sentencing*, 34 Crime & Just. 1, 28 (2006).

Typical of the findings on general deterrence are those of the Institute of Criminology at Cambridge University. See Andrew von Hirsch *et al.*, *Criminal Deterrence and Sentence Severity: An Analysis of Recent Research* (1999), summary available at <http://members.lycos.co.uk/dlawnet>. The report, commissioned by the British Home Office, examined penalties in the United States as well as several European countries. *Id.* at 1. It examined the effects of changes to both the certainty and severity of punishment. *Id.* While significant correlations were found between the certainty of punishment and crime rates, the "correlations between sentence severity and crime rates . . . were not sufficient to achieve statistical significance." *Id.* at 2. The report concluded that "the studies reviewed do not provide a basis for inferring that increasing the severity of sentences is capable of enhancing deterrent effects." *Id.* at 1. Research regarding white collar offenders in particular (presumably the most rational of potential offenders) found no difference in the deterrent effect of probation and that of imprisonment. See David Weisburd *et al.*, *Specific Deterrence in a Sample of Offenders Convicted of White Collar Crimes*, 33 *Criminology* 587 (1995); see also Gabbay, *supra*, at 44849 ("[T]here is no decisive evidence to support the conclusion that harsh sentences actually have a general and specific deterrent effect on potential white-collar offenders."). According to "the best available evidence, . . . prisons do not reduce recidivism more than

noncustodial sanctions." Francis T. Cullen *et al.*, Prisons Do Not Reduce Recidivism: The High Cost of Ignoring Science, 91 Prison J. 48S, 50S-51S (2011).

Among low-risk offenders, those who spent less time in prison were four (4) percent less likely to recidivate than low-risk offenders who served longer sentences. Valerie Wright, Sentencing Project, Deterrence in Criminal Justice: Evaluating Certainty v. Severity of Punishment 7 (2010), available at <http://www.sentencingproject.org/doc/Deterrence%20Briefing%20.pdf>. Thus, when prison sentences are relatively short, offenders are more likely to maintain their ties to family, employers, and their community, all of which promote successful reentry into society. *Id.* Conversely, when prisoners serve longer sentences they are more likely to become institutionalized, lose pro-social contacts in the community, and become removed from legitimate opportunities, all of which promote recidivism. *Id.*

In imposing the least sentence sufficient to account for the need to protect the public from further crimes, this Court should consider the low risk of recidivism presented by Mr. Lewis' history and characteristics. As indicated in the Presentence Investigation Report, Mr. Lewis has fully accepted responsibility for his crime and has admitted guilt. In considering his admission, as well as mitigating factors surrounding Mr. Lewis, it is reasonable to conclude that he does not fit the characteristics of someone who will return to criminal behavior once released. Therefore, a prison sentence below the guidelines will still serve to dissuade him from further criminal activity.

**NEED TO REFLECT SERIOUSNESS OF OFFENSE, PROMOTE RESPECT FOR THE LAW AND PROVIDE JUST PUNISHMENT.**

Section 3553(a)(2)(A) requires the judge to consider “the need for the sentence imposed ... to reflect the seriousness of the offense, to promote respect for the law, and to provide just punishment for the offense.” A sentence that is excessive in light of the seriousness of the offense promotes disrespect for law and provides unjust punishment.

Judges must consider *all* of “the kinds of sentences available” by statute, § 3553(a)(3), even if the “kinds of sentence . . . established [by] the guidelines” permit or encourage only prison. *See, Gall v. United States*, 552 U.S. 38, 128 S. Ct. 586, 602 & n.11 (2007). The court, in determining *whether* to impose a term of imprisonment, and, *if* a term of imprisonment is to be imposed, in determining the length of the term, shall consider the factors set forth in section 3553(a) to the extent that they are applicable, recognizing that *imprisonment is not an appropriate means of promoting correction and rehabilitation*. 18 U.S.C. § 3582(a) (emphasis added).

The Supreme Court in *Gall*, 552 U.S. 38, 128 S. Ct. 586, 595-96 & n.4 (2007), recognized that in some cases, “a sentence of imprisonment may work to promote not respect, but derision, of the law if the law is viewed as merely a means to dispense harsh punishment without taking into account the real conduct and circumstances involved in sentencing.” *Id.* at 599 (quoting district court opinion).

The true hope of sentencing is to adequately punish an individual, while maintaining or enhancing their ability to be a law-abiding citizen, maintain employment, maintain relationships, avoid recidivism, and obtain proper treatment when needed. While a minimum incarceratory sentence effectively limits many of those objectives being reached, it is far better than the penalty suggested by the guidelines.

Mr. Lewis has been incarcerated since his arrest. He has remained fully compliant while incarcerated. His positive actions can serve as a litmus test for this Court to further gauge the



ability of Mr. Lewis to remain crime-free and abide by the rules mandated for him when he is released from jail. Thus, incarcerating Mr. Lewis for a lengthy sentence will do nothing to promote respect for the law, provide just punishment or account for the serious nature of the offense.

## **RESTITUTION**

In determining the appropriate sentence, this Court must consider “the need to provide restitution to any victims of the offense.” *See* 18 U.S.C. §3553(a)(7); *see also, e.g., United States v. Menyweather*, 447 F.3d 625, 634 (9th Cir. 2006) (acknowledging district court’s discretion to depart from guidelines to impose probationary sentence, since the “goal of obtaining restitution for the victims of Defendant’s offense . . . is better served by a nonincarcerated and employed defendant”); *United States v. Peterson*, 363 F. Supp. 2d 1060, 1061- 62 (E.D. Wis. 2005) (granting a variance so that defendant could work and pay restitution).

As restitution has been agreed to in the case at bar, it is in the best interest of the victims in the above case for Mr. Lewis to receive a sentence below the guidelines, since the longer Mr. Lewis is in custody, the more difficult it will be when he is released to find work that can not only provide for his own living expenses, but also pay back the required restitution.

Further, the PSR notes that based on Lewis’ limited financial situation, they do not believe he has the ability to pay a fine. (See page 26 of PSR) If any significant fines were imposed, coupled with the restitution, Mr. Lewis would have difficulty paying said amounts upon his release, let alone be able to provide for himself. Therefore, when determining an appropriate sentence, the Court should consider not only the financial burden Lewis will be

under once payments for restitution begin, but should also account for the above-mentioned factors when weighing the benefits of a shorter sentence.

Henceforth, in consideration of these factors, a sentence below the guidelines along with a reduced monetary punishment, is the most appropriate solution to best serve the interests of justice.

### **CONCLUSION**

For the foregoing reasons, Mr. Lewis respectfully requests that this Court sentence him to a sentence below the guideline. Mr. Lewis recognizes that any sentence imposed will include a 24 month consecutive sentence. Defendant submits that a sentence below the guideline provides appropriate consideration of the factors set forth in 18 U.S.C. Section 3553(a) and is sufficient, but not greater than necessary, to meet the statutory goals of sentencing.

Dated: September 27, 2023

Respectfully submitted,

/s/ Julie Rendelman

A handwritten signature in black ink, appearing to read 'Julie', with a long, sweeping horizontal stroke extending to the right.

JULIE RENDELMAN, ESQ.  
Law Offices of Julie Rendelman, LLC  
Attorney for the Defendant  
521 Fifth Avenue, 17<sup>th</sup> Floor  
New York, NY 10175  
212-951-1232

Handwritten signature: *[Illegible]*

## **EXHIBITS**

1. Character Letter, Esteban Luna Jr.
2. Character Letter, Savannah A. Luna
3. Certificate of Completion
4. Transcript: E-Learning Courses
5. Award of Excellence

## Character Letter to Judge

From:

Esteban Luna Jr

1036 Jefferson Ave Apt 1

Seguin, TX 78155

Date: 09/01/2023

To: The Honorable Judge

Dear Judge,

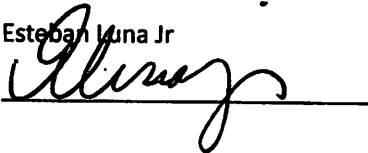
My name is Esteban Luna Jr, and I am a friend of the defendant Russell D Lewis. We have known each other for 21 years. I met him in the year 2003 in San Antonio, TX and we had a relationship for four years and we held a close friendship after. While together Russell helped me get back into school to further my education and career. Since we met, he has always been a mentor and has shown me that life was bigger than my small hometown of Seguin, Texas. He has always been someone I could turn to when I needed an ear, some financial help or life advice. There has never been a time, even now, that I don't turn to him for advice.

I would like to speak to the good character of my good friend Russell D Lewis. In all our time knowing each other I have never seen him harbor any ill will towards anyone or intentionally hurt someone. I do know he is currently being held for financial fraud. I do believe we all make mistakes in our life and sometimes we must pay the price for something that we have done. I have seen him do a lot of good things in life, more good things than the bad he has done. If given a chance I know that he can and will be a positive member of society.

Thank you,

Yours Sincerely,

Esteban Luna Jr

A handwritten signature in black ink, appearing to read 'Esteban Luna Jr', is written over a horizontal line.

# Character Letter to Judge

From:

Savannah Ann Luna

1928 W Kingsbury St

Seguin, TX 78155

Date: 09/01/2023

To: The Honorable Judge

Dear Judge,

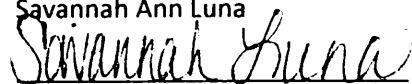
My name is Savannah A Luna, and I am a friend of the defendant Russell D Lewis. We have known each other for 20 years. I met him through my brother who was his partner of 4 years and a friend for over 20 years. Russell D Lewis has been a mentor, a confidant and a good friend who has helped me emotionally and financially when I needed it over the past 20 years.

I would simply like to vouch for the good character of my friend. He is a true gentleman and his helpful nature, and kind gestures in our society are a true gesture of that. I also believe that he is remorseful for the outcome of his actions. Mr. Lewis has always been the first one to volunteer help to anyone who needs it no matter what the capacity. I would sincerely request you look into this character letter before passing any verdict.

Thank you,

Yours Sincerely,

Savannah Ann Luna

A handwritten signature in black ink that reads "Savannah Luna". The signature is written in a cursive, flowing style. The first name "Savannah" is written in a larger, more prominent script, and "Luna" is written in a slightly smaller, more compact script. The signature is written over a horizontal line.

# CERTIFICATE OF COMPLETION

This is to certify that

*Russell Lewis*

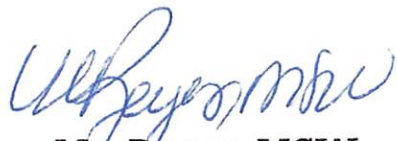
Has successfully completed an 8-Week program module

***Real Parent & Real Recovery***

Approved by the Essex County Correctional Facility

Substance Abuse Program

**September 13, 2023**



**Ms. Reyes, MSW**  
SUBSTANCE ABUSE COUNSELOR  
GROUP FACILITATOR  
SUBSTANCE ABUSE PROGRAM



**Dr. Vega, PsyD**  
DIVISION HEAD  
INMATE PROGRAMS & COMMUNITY PARTNERSHIPS  
SUBSTANCE ABUSE PROGRAM

# Transcript for Russell Lewis | CollaborNation®

Training Title	Type of Event	First Access / Issue Date	Last Access / End Date	CEU	Clock Hours	Event Status	Score	Mastery Score	Cert. Given	Provider Name	Provider Address
A Student Guide to Drug and Alcohol Abuse	E-Learning Course	May 21, 2023	May 21, 2023	0.05	0.50	Passed	0	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Accessibility	E-Learning Course	May 24, 2023	Jun 1, 2023	0.05	0.50	Passed	0	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Adapting to Change	E-Learning Course	Feb 9, 2023	Feb 9, 2023	0.05	0.50	Passed	100	-	Feb 9, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Adult and Child CPR	E-Learning Course	Feb 6, 2023	Feb 6, 2023	0.2	2.00	Passed	100	-	Feb 6, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Adult and Child CPR (Corrections)	E-Learning Course	May 28, 2023	May 28, 2023	0.2	2.00	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Advanced Interpersonal Communication: Building Relationships Through Feedback	E-Learning Course	May 21, 2023	May 21, 2023	0.08	0.75	Passed	100	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Advanced Interpersonal Communication: Colleagues and Subordinates	E-Learning Course	May 21, 2023	May 21, 2023	0.05	0.50	Passed	100	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Advanced Interpersonal Communication: Communication Styles and Methods	E-Learning Course	May 21, 2023	May 21, 2023	0.08	0.75	Passed	100	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Advanced Interpersonal Communication: Customers and Vendors	E-Learning Course	May 21, 2023	May 21, 2023	0.05	0.50	Passed	100	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Advanced Interpersonal Communication: First Impressions and Building Rapport	E-Learning Course	May 21, 2023	May 21, 2023	0.07	0.67	Passed	80	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Advanced Interpersonal Communication: Organizational Culture	E-Learning Course	May 21, 2023	May 21, 2023	0.13	1.34	Passed	86	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Advanced Interpersonal Communication: Organizational Culture	E-Learning Course	May 28, 2023	May 28, 2023	0.13	1.34	Passed	86	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Advanced Interpersonal Communication: Supervisors	E-Learning Course	May 21, 2023	May 21, 2023	0.08	0.75	Passed	80	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Americans With Disabilities Act and Transition Plans	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-



Training Title	Type of Event	First Access / Issue Date	Last Access / End Date	CEU	Clock Hours	Event Status	Score	Mastery Score	Cert. Given	Provider Name	Provider Address
Anger Management	E-Learning Course	Feb 7, 2023	Feb 7, 2023	0.1	1.00	Passed	100	-	Feb 7, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Asbestos Safety Awareness	E-Learning Course	Feb 19, 2023	Feb 19, 2023	0.1	1.00	Passed	100	-	Feb 19, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Basic Computer Skills	E-Learning Course	May 30, 2023	May 30, 2023	0.15	1.50	Passed	80	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Becoming a World Famous Mentor	E-Learning Course	Feb 9, 2023	Feb 16, 2023	-	1.00	Passed	0	-	Feb 16, 2023	-	-
Becoming Tech Savvy	E-Learning Course	May 22, 2023	May 22, 2023	0.15	1.50	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Bed Bug Protection Tips	E-Learning Course	May 28, 2023	May 28, 2023	0.05	0.50	Passed	88	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Beginning a New Career	E-Learning Course	May 28, 2023	May 28, 2023	0.05	0.50	Passed	80	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Beyond Email	E-Learning Course	May 30, 2023	May 30, 2023	0.1	1.00	Passed	100	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Blended Learning	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-
Business Communication	E-Learning Course	Feb 9, 2023	Feb 9, 2023	0.1	1.00	Passed	100	-	Feb 9, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Ethics: Ethical Decisions	E-Learning Course	Feb 22, 2023	Feb 22, 2023	0.17	1.67	Passed	100	-	Feb 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Ethics: Managerial Ethics	E-Learning Course	May 21, 2023	May 21, 2023	0.13	1.34	Passed	80	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Ethics: Organizational Ethics	E-Learning Course	May 21, 2023	May 21, 2023	0.15	1.50	Passed	0	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Ethics: Organizational Ethics	E-Learning Course	May 30, 2023	May 30, 2023	0.15	1.50	Passed	0	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Ethics: Unethical Behavior	E-Learning Course	Feb 28, 2023	Feb 28, 2023	0.1	1.00	Passed	100	-	Feb 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY

Training Title	Type of Event	First Access / Issue Date	Last Access / End Date	CEU	Clock Hours	Event Status	Score	Mastery Score	Cert. Given	Provider Name	Provider Address
Business Ethics: Unethical Behavior	E-Learning Course	May 30, 2023	May 30, 2023	0.1	1.00	Passed	80	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Ethics: Whistle-Blowing	E-Learning Course	May 21, 2023	May 21, 2023	0.08	0.75	Passed	0	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Problem Solving: Critical Thinking and Information Analysis	E-Learning Course	Feb 10, 2023	Feb 10, 2023	0.13	1.34	Passed	100	-	Feb 10, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Problem Solving: Critical Thinking and Information Analysis	E-Learning Course	Feb 19, 2023	Feb 19, 2023	0.13	1.34	Passed	100	-	Feb 19, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Problem Solving: Problem Solving in the Corporate World	E-Learning Course	Feb 22, 2023	Feb 22, 2023	0.08	0.84	Passed	100	-	Feb 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Problem Solving: Problem Solving in the Corporate World	E-Learning Course	May 28, 2023	May 28, 2023	0.08	0.84	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Problem Solving: Problem-Solving Basics	E-Learning Course	May 22, 2023	May 22, 2023	0.13	1.25	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Problem Solving: Problem-Solving Process	E-Learning Course	May 21, 2023	May 21, 2023	0.17	1.67	Passed	100	-	May 21, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Problem Solving: Problem-Solving Teams	E-Learning Course	Feb 22, 2023	Feb 22, 2023	0.1	1.00	Passed	100	-	Feb 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Business Problem Solving: Problem-Solving Teams	E-Learning Course	May 30, 2023	May 30, 2023	0.1	1.00	Passed	100	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
California Harassment Prevention Training for Managers, Supervisors, and Salaried Employees (Corrections)	E-Learning Course	May 30, 2023	Jun 1, 2023	0.2	2.00	Passed	93	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
California Harassment Prevention Training for Team Members (Corrections)	E-Learning Course	May 30, 2023	-	0.1	1.00	In Progress	0	0	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
California Harassment Prevention Training for Team Members (Corrections)	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.1	1.00	Passed	90	0	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Capacitación sobre seguridad en andamios y escaleras de mano (Spanish) Scaffold and Ladder Safety Training	E-Learning Course	May 29, 2023	May 29, 2023	0.05	0.50	Passed	100	-	May 29, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Career Experiences	E-Learning Course	May 28, 2023	May 28, 2023	0.2	2.00	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY

Training Title	Type of Event	First Access / Issue Date	Last Access / End Date	CEU	Clock Hours	Event Status	Score	Mastery Score	Cert. Given	Provider Name	Provider Address
Career Planning and Salary	E-Learning Course	May 30, 2023	May 30, 2023	0.1	1.00	Passed	86	-	May 30, 2023	CypherWorx, Inc.	Rochester, NY 3349 Monroe Avenue, Suite 100 Rochester, NY
Careers Without College	E-Learning Course	May 29, 2023	May 29, 2023	0.1	1.00	Passed	100	-	May 29, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
CERT Unit 5: Disaster Psychology	E-Learning Course	Feb 22, 2023	Feb 22, 2023	0.08	0.75	Complete	0	-	Feb 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Chainsaw Safety	E-Learning Course	May 30, 2023	May 30, 2023	0.05	0.50	Passed	100	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Choosing the Best Solution	E-Learning Course	Feb 11, 2023	Feb 11, 2023	0.15	1.50	Passed	100	-	Feb 11, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: Coaching Diverse Employees	E-Learning Course	May 22, 2023	May 22, 2023	0.13	1.34	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: Communication	E-Learning Course	Feb 13, 2023	Feb 19, 2023	0.1	1.00	Passed	100	-	Feb 19, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: Communication	E-Learning Course	May 22, 2023	May 22, 2023	0.1	1.00	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: Fundamentals Of Coaching	E-Learning Course	Feb 28, 2023	Feb 28, 2023	0.1	1.00	Passed	100	-	Feb 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: Fundamentals Of Coaching	E-Learning Course	May 22, 2023	May 22, 2023	0.1	1.00	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: Interpersonal Meetings	E-Learning Course	May 22, 2023	May 22, 2023	0.08	0.75	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: Interpersonal Meetings	E-Learning Course	May 30, 2023	May 30, 2023	0.08	0.75	Passed	100	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: The Coaching Process	E-Learning Course	Mar 1, 2023	Mar 1, 2023	0.15	1.50	Passed	100	-	Mar 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Coaching: The Coaching Process	E-Learning Course	May 22, 2023	May 22, 2023	0.15	1.50	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY

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Cognitive Awareness	E-Learning Course	Feb 12, 2023	Feb 12, 2023	0.1	1.00	Passed	0	-	Feb 12, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Combating Sexual Harassment in the Workplace (Corrections)	E-Learning Course	May 30, 2023	May 30, 2023	0.1	1.00	Passed	0	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Combating Sexual Harassment in the Workplace (Spanish) (Corrections)	E-Learning Course	May 30, 2023	May 30, 2023	0.08	0.75	Passed	0	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Computer Basics	E-Learning Course	May 30, 2023	May 30, 2023	0.2	2.00	Passed	90	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting Meetings: Communicating As Meeting Leaders	E-Learning Course	Mar 1, 2023	Mar 1, 2023	0.05	0.50	Passed	100	-	Mar 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting Meetings: Communicating Nonverbally	E-Learning Course	May 22, 2023	May 22, 2023	0.05	0.50	Passed	83	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting Meetings: Communicating Nonverbally	E-Learning Course	May 29, 2023	May 29, 2023	0.05	0.50	Passed	100	-	May 29, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting Meetings: Conflicts, Climates, and Difficult Personalities	E-Learning Course	Mar 1, 2023	Mar 1, 2023	0.05	0.50	Passed	100	-	Mar 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting Meetings: Conflicts, Climates, and Difficult Personalities	E-Learning Course	May 28, 2023	May 28, 2023	0.05	0.50	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting Meetings: Fundamentals of Conducting Meetings	E-Learning Course	May 22, 2023	May 22, 2023	0.07	0.67	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting Meetings: Listening Effectively and Asking Questions	E-Learning Course	Feb 14, 2023	Feb 14, 2023	0.05	0.50	Passed	100	-	Feb 14, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting Meetings: Managing Meetings	E-Learning Course	May 22, 2023	May 22, 2023	0.07	0.67	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Conducting World Class Employee Investigations	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-
Conflicts of Interest	E-Learning Course	Feb 23, 2023	Feb 23, 2023	-	1.00	Passed	100	-	Feb 23, 2023	-	-
Conflicts of Interest (Corrections)	E-Learning Course	-	-	0.1	1.00	Not Attempted	-	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY



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Conflicts of Interest Topic 1: What Is a Conflict of Interest?	E-Learning Course	Feb 23, 2023	Feb 23, 2023	-	*	Passed	0	-	No	-	-
Conflicts of Interest Topic 2: How to Manage a Conflict of Interest	E-Learning Course	Feb 23, 2023	Feb 23, 2023	-	*	Passed	100	-	No	-	-
Conflicts of Interest: Topic 1 (Corrections)	E-Learning Course	-	-	-	*	Not Attempted	-	-	No	-	-
Conflicts of Interest: Topic 2 (Corrections)	E-Learning Course	-	-	-	*	Not Attempted	-	-	No	-	-
Contentious Relationships	E-Learning Course	May 29, 2023	Jun 1, 2023	0.15	1.50	Passed	100	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Correcting Performance Problems: Addressing Behavioral Problems	E-Learning Course	May 22, 2023	May 22, 2023	0.08	0.84	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Correcting Performance Problems: Addressing Behavioral Problems	E-Learning Course	May 22, 2023	May 22, 2023	0.08	0.84	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Correcting Performance Problems: Disciplining Employees	E-Learning Course	May 22, 2023	May 22, 2023	0.17	1.67	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Correcting Performance Problems: Disciplining Employees	E-Learning Course	May 30, 2023	May 30, 2023	0.17	1.67	Passed	100	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Correcting Performance Problems: Identifying Performance Problems	E-Learning Course	May 22, 2023	May 22, 2023	0.15	1.50	Passed	80	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Correcting Performance Problems: Investigating Performance Problems	E-Learning Course	May 22, 2023	May 22, 2023	0.1	1.00	Passed	0	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Correcting Performance Problems: Investigating Performance Problems	E-Learning Course	May 22, 2023	May 22, 2023	0.1	1.00	Passed	0	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Correcting Performance Problems: Providing Feedback To Employees	E-Learning Course	May 22, 2023	May 22, 2023	0.08	0.84	Passed	83	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Cover Letters	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.1	1.00	Passed	80	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Creating a Safety Program (Corrections)	E-Learning Course	Jun 1, 2023	-	0.08	0.75	In Progress	0	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Creating a World Famous Culture in your Workplace	E-Learning Course	Feb 23, 2023	Feb 23, 2023	-	1.00	Passed	0	-	Feb 23, 2023	-	-

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Creating a World Famous Employee Communications Strategy	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-
Creating and Implementing an Effective Strategic Plan for Your Organization	E-Learning Course	Feb 23, 2023	Feb 24, 2023	-	1.00	Passed	0	-	Feb 24, 2023	-	-
Creatively Implementing a 360 Program on a Budget	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-
Creativity	E-Learning Course	May 28, 2023	May 28, 2023	0.05	0.50	Passed	80	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Creativity and Innovation: Creative Thinking Basics	E-Learning Course	Feb 18, 2023	Feb 19, 2023	0.13	1.34	Passed	0	-	Feb 19, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Creativity and Innovation: Creativity In Organizations	E-Learning Course	May 22, 2023	May 22, 2023	0.13	1.34	Passed	0	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Creativity and Innovation: Fostering A Creative Environment	E-Learning Course	Mar 2, 2023	Mar 2, 2023	0.1	1.00	Passed	100	-	Mar 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Creativity and Innovation: Fostering A Creative Environment	E-Learning Course	May 22, 2023	May 22, 2023	0.1	1.00	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Creativity and Innovation: Personal Creativity	E-Learning Course	May 22, 2023	May 22, 2023	0.13	1.34	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Creativity and Innovation: Personal Creativity	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.13	1.34	Passed	100	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Creativity and Innovation: Promoting Team Creativity	E-Learning Course	May 22, 2023	May 22, 2023	0.13	1.34	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Critical Thinking and Decision-Making	E-Learning Course	Feb 13, 2023	Feb 13, 2023	0.1	1.00	Passed	100	-	Feb 13, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Cross-Cultural Business Communication: Addressing Cross-Cultural Issues	E-Learning Course	Mar 2, 2023	Mar 2, 2023	0.1	1.00	Passed	100	-	Mar 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Cross-Cultural Business Communication: Communicating Across Cultures	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	80	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Cross-Cultural Business Communication: Communicating Across Cultures	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.1	1.00	Passed	80	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Cross-Cultural Business Communication:	E-Learning	May 23, 2023	May 23, 2023	0.1	1.00	Passed	100	-	May 23,	CypherWorx,	3349 Monroe

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Cross-Cultural Business Situations	Course								2023	Inc.	Avenue, Suite 1 Rochester, NY
Cross-Cultural Business Communication: Cross-Cultural Business Situations	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Cross-Cultural Business Communication: Differences In Communication	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Cross-Cultural Business Communication: Overcoming Communication Barriers	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Cross-Cultural Business Communication: Overcoming Communication Barriers	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.1	1.00	Passed	100	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Cross-Cultural Business Communication: Workplace Culture	E-Learning Course	May 22, 2023	May 22, 2023	0.1	1.00	Passed	100	-	May 22, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Cultural Competence (Corrections)	E-Learning Course	May 22, 2023	May 23, 2023	0.03	0.33	Passed	0	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Customer Communication	E-Learning Course	Feb 23, 2023	Feb 23, 2023	0.1	1.00	Complete	0	-	Feb 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Customer Management	E-Learning Course	Feb 24, 2023	Feb 24, 2023	0.1	1.00	Complete	0	-	Feb 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Customer Service Fundamentals	E-Learning Course	Jun 2, 2023	Jun 2, 2023	0.1	1.00	Complete	0	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Digital Media Literacy	E-Learning Course	May 29, 2023	Jun 1, 2023	0.15	1.50	Passed	80	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Diversity, Equity, and Inclusion Training (Corrections)	E-Learning Course	May 28, 2023	May 28, 2023	0.1	1.00	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Domestic Abuse	E-Learning Course	Mar 2, 2023	Mar 2, 2023	0.2	2.00	Passed	100	-	Mar 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY
Draft Presentation: Storyboard of Results	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-
Drug-Free Workplace	E-Learning Course	May 30, 2023	Jun 1, 2023	0.03	0.25	Passed	0	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 1 Rochester, NY

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Effectively Managing an Employee Engagement and Satisfaction Survey	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-
Electricity	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.1	1.00	Passed	88	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Email Basics	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.1	1.00	Passed	100	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Emergency First Aid	E-Learning Course	Feb 7, 2023	Feb 11, 2023	0.1	1.00	Complete	0	-	Feb 7, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employee Performance: Communication	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	86	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employee Performance: Conflicts	E-Learning Course	Mar 3, 2023	Mar 3, 2023	0.07	0.67	Passed	100	-	Mar 3, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employee Performance: Conflicts	E-Learning Course	May 23, 2023	May 23, 2023	0.07	0.67	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employee Performance: Feedback	E-Learning Course	May 23, 2023	May 23, 2023	0.17	1.67	Passed	80	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employee Performance: Managing Difficult Employees	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	80	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employee Performance: Managing Difficult Employees	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employee Performance: Resolving Conflicts	E-Learning Course	May 23, 2023	May 23, 2023	0.15	1.50	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employee Performance: Resolving Conflicts	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.15	1.50	Passed	100	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Employment	E-Learning Course	May 29, 2023	Jun 1, 2023	0.15	1.50	Passed	83	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Enfermedades por calor (Spanish) Heat Illness	E-Learning Course	May 29, 2023	Jun 2, 2023	0.08	0.75	Passed	80	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Engaging Your Employees in a World Famous Way	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-



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Ergonomics	E-Learning Course	Feb 26, 2023	Feb 26, 2023	0.08	0.75	Passed	100	-	Feb 26, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Falls in Construction	E-Learning Course	Jun 2, 2023	Jun 2, 2023	0.15	1.50	Passed	80	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Federal Risk Management Framework (RMF) Implementation 2022	E-Learning Course	Mar 3, 2023	-	-	24.00	In Progress	0	-	No	-	-
Fire Evacuation Training	E-Learning Course	-	-	0.05	0.50	Not Attempted	-	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Freelance Work	E-Learning Course	Feb 26, 2023	Feb 26, 2023	0.05	0.50	Passed	100	-	Feb 26, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Generational Differences - Managing The Complexity	E-Learning Course	Feb 24, 2023	Feb 24, 2023	-	1.00	Passed	0	-	Feb 24, 2023	-	-
Getting Your Board Involved in Your Development Efforts	E-Learning Course	May 25, 2023	May 28, 2023	-	1.00	Passed	0	-	May 28, 2023	-	-
Grammar	E-Learning Course	Jun 1, 2023	Jun 2, 2023	0.15	1.50	Passed	80	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Heat Illness	E-Learning Course	Jun 2, 2023	Jun 2, 2023	0.08	0.75	Passed	86	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Honest Jobs	E-Learning Course	May 29, 2023	May 29, 2023	0.03	0.25	Passed	0	-	May 29, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
HR Strategic Planning	E-Learning Course	Feb 24, 2023	Feb 26, 2023	0.1	1.00	Complete	0	-	Feb 26, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Implicit Bias (Corrections)	E-Learning Course	May 28, 2023	Jun 2, 2023	0.1	1.00	Passed	80	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Indoor Air Quality	E-Learning Course	Jun 2, 2023	Jun 2, 2023	0.1	1.00	Passed	90	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Information Security Awareness	E-Learning Course	May 28, 2023	-	0.1	1.00	In Progress	0	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Internet Safety	E-Learning Course	Jun 2, 2023	Jun 2, 2023	0.1	1.00	Passed	100	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Interviewing Skills	E-Learning	Jun 2, 2023	Jun 2, 2023	0.1	1.00	Passed	100	-	Jun 2,	CypherWorx,	3349 Monroe

Training Title	Type of Event	First Access / Issue Date	Last Access / End Date	CEU	Clock Hours	Event Status	Score	Mastery Score	Cert. Given	Provider Name	Provider Address
	Course								2023	Inc.	Avenue, Suite 110 Rochester, NY
Interviewing Skills: EEO Guidelines	E-Learning Course	May 28, 2023	May 28, 2023	0.05	0.50	Passed	92	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Evaluating and Deciding (Corrections)	E-Learning Course	May 28, 2023	May 28, 2023	0.07	0.67	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Evaluating and Deciding (Corrections)	E-Learning Course	May 28, 2023	May 28, 2023	0.07	0.67	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Federal Laws	E-Learning Course	May 28, 2023	May 28, 2023	0.07	0.67	Passed	89	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Following Up	E-Learning Course	May 28, 2023	May 28, 2023	0.07	0.67	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Following Up	E-Learning Course	May 28, 2023	May 28, 2023	0.07	0.67	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Fundamentals Of Interviews	E-Learning Course	May 28, 2023	May 28, 2023	0.1	1.00	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Fundamentals Of Interviews	E-Learning Course	May 28, 2023	May 28, 2023	0.1	1.00	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Handling and Conducting	E-Learning Course	May 28, 2023	May 28, 2023	0.1	1.00	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Handling and Conducting	E-Learning Course	May 28, 2023	May 28, 2023	0.1	1.00	Passed	89	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Interviewing Skills: Planning and Preparing	E-Learning Course	May 28, 2023	May 28, 2023	0.1	1.00	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Introduction and Understanding of OSHA	E-Learning Course	Feb 26, 2023	Feb 26, 2023	0.04	0.42	Complete	0	-	Feb 26, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Introduction to Gmail	E-Learning Course	Feb 18, 2023	Feb 19, 2023	0.1	1.00	Passed	100	-	Feb 19, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY
Job Applications	E-Learning Course	May 28, 2023	May 28, 2023	0.1	1.00	Passed	83	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 110 Rochester, NY

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Job Success	E-Learning Course	Jun 4, 2023	Jun 4, 2023	0.1	1.00	Passed	100	-	Jun 4, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Labor Law Round Up	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-
Ladder Safety	E-Learning Course	May 28, 2023	May 28, 2023	0.08	0.75	Passed	80	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Coping Through a Change Process	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Defining Employee Roles and Priorities	E-Learning Course	Feb 27, 2023	Feb 27, 2023	0.15	1.50	Passed	100	-	Feb 27, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Employing Motivational Strategies	E-Learning Course	Feb 18, 2023	Feb 18, 2023	0.05	0.50	Passed	100	-	Feb 18, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Employing Motivational Strategies	E-Learning Course	Jun 1, 2023	Jun 1, 2023	0.05	0.50	Passed	100	-	Jun 1, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Leading with a Vision	E-Learning Course	May 24, 2023	May 24, 2023	0.15	1.50	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Making Vision a Reality	E-Learning Course	Mar 3, 2023	Mar 3, 2023	0.1	1.00	Passed	100	-	Mar 3, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Motivating Employees Through Change	E-Learning Course	-	-	0.05	0.50	Not Attempted	-	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Motivating Employees Through Change	E-Learning Course	May 24, 2023	May 24, 2023	0.05	0.50	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Motivating Employees Through Change	E-Learning Course	May 24, 2023	May 24, 2023	0.05	0.50	Passed	80	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managerial Leadership: Planning for Change	E-Learning Course	May 24, 2023	May 24, 2023	0.05	0.50	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managing Performance: Appraising Employee Performance	E-Learning Course	May 24, 2023	May 24, 2023	0.17	1.67	Passed	80	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Managing Performance: Legal Appraisals	E-Learning Course	Mar 3, 2023	Mar 3, 2023	0.08	0.84	Passed	100	-	Mar 3, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY

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Managing Performance: Legal Appraisals	E-Learning Course	May 25, 2023	May 25, 2023	0.08	0.84	Passed	100	-	May 25, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Managing Performance: Performance Improvements	E-Learning Course	May 25, 2023	May 25, 2023	0.13	1.34	Passed	100	-	May 25, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Managing Performance: Performance Management Basics	E-Learning Course	Mar 3, 2023	Mar 3, 2023	0.1	1.00	Passed	100	-	Mar 3, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Managing Performance: Performance Management Basics	E-Learning Course	May 25, 2023	May 25, 2023	0.1	1.00	Passed	100	-	May 25, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Managing Performance: Performance-Planning Meetings	E-Learning Course	May 25, 2023	May 25, 2023	0.12	1.17	Passed	100	-	May 25, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Managing Stress	E-Learning Course	Feb 27, 2023	Feb 27, 2023	0.1	1.00	Passed	0	-	Feb 27, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Mapping Your Performance and Talent Strategy for Results	E-Learning Course	May 30, 2023	May 30, 2023	-	0.50	Passed	0	-	May 30, 2023	-	-
Math Skills: Geometry and Measurement	E-Learning Course	Jun 4, 2023	-	0.25	2.50	In Progress	0	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Math Skills: Number Sense and Basic Algebra	E-Learning Course	Jun 4, 2023	Jun 4, 2023	0.25	2.50	Passed	93	-	Jun 4, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Media and Social Media Best Practices	E-Learning Course	Feb 18, 2023	Feb 18, 2023	0.03	0.25	Passed	100	-	Feb 18, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Mold Safety Awareness	E-Learning Course	Jun 4, 2023	Jun 4, 2023	0.05	0.50	Passed	100	-	Jun 4, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Money Basics	E-Learning Course	Jun 4, 2023	Jun 4, 2023	0.2	2.00	Passed	86	-	Jun 4, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Motivation: Identifying, Planning, and Implementing: Basics Of Motivation	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Motivation: Identifying, Planning, and Implementing: Positive Mental Attitude	E-Learning Course	Feb 27, 2023	Feb 27, 2023	0.1	1.00	Passed	100	-	Feb 27, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Motivation: Identifying, Planning, and Implementing: Positive Mental Attitude	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY



Training Title	Type of Event	First Access / Issue Date	Last Access / End Date	CEU	Clock Hours	Event Status	Score	Mastery Score	Cert. Given	Provider Name	Provider Address
Motivation: Identifying, Planning, and Implementing: Positive Mental Attitude	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Motivation: Identifying, Planning, and Implementing: The Core Four	E-Learning Course	Mar 3, 2023	Mar 3, 2023	0.1	1.00	Passed	100	-	Mar 3, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Motivation: Identifying, Planning, and Implementing: The Core Four	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Motivation: Identifying, Planning, and Implementing: The Motivation Process	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Motivation: Identifying, Planning, and Implementing: Using What You've Learned (Corrections)	E-Learning Course	May 24, 2023	May 24, 2023	0.05	0.50	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Motivation: Identifying, Planning, and Implementing: Using What You've Learned (Corrections)	E-Learning Course	May 29, 2023	May 29, 2023	0.05	0.50	Passed	100	-	May 29, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Offender Corrections	E-Learning Course	Feb 17, 2023	Feb 17, 2023	0.1	1.00	Passed	0	-	Feb 17, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Offender Responsibility	E-Learning Course	Feb 17, 2023	Feb 17, 2023	0.1	1.00	Passed	100	-	Feb 17, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Online Money Tips	E-Learning Course	May 29, 2023	May 29, 2023	0.1	1.00	Passed	100	-	May 29, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Organizational Communication: Communication Basics	E-Learning Course	May 24, 2023	May 24, 2023	0.13	1.25	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Organizational Communication: Context, Stress, and Managerial Tools	E-Learning Course	Feb 28, 2023	Feb 28, 2023	0.08	0.75	Passed	100	-	Feb 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Organizational Communication: Context, Stress, and Managerial Tools	E-Learning Course	May 24, 2023	May 24, 2023	0.08	0.75	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Organizational Communication: Innovation and Change	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Organizational Communication: Leadership and Motivation	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	80	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623
Organizational Communication: Leadership and Motivation	E-Learning Course	May 24, 2023	May 24, 2023	0.1	1.00	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY 14623

Training Title	Type of Event	First Access / Issue Date	Last Access / End Date	CEU	Clock Hours	Event Status	Score	Mastery Score	Cert. Given	Provider Name	Provider Address
Organizational Communication: Power, Politics, and Diversity	E-Learning Course	May 24, 2023	May 24, 2023	0.08	0.75	Passed	100	-	May 24, 2023	CypherWorx, Inc.	Rochester, NY 3349 Monroe Avenue, Suite 100 Rochester, NY
Organizational Communication: Relational Context and Organizations	E-Learning Course	May 24, 2023	May 24, 2023	0.08	0.75	Passed	80	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Organizational Communication: Relational Context and Organizations	E-Learning Course	May 24, 2023	May 24, 2023	0.08	0.75	Passed	80	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Organizational Communication: Technology in the Workplace	E-Learning Course	May 24, 2023	May 24, 2023	0.08	0.84	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Part-time Jobs	E-Learning Course	May 24, 2023	May 24, 2023	0.05	0.50	Passed	100	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Preventing Slips, Trips and Falls: A Training Program for Small Business (Corrections)	E-Learning Course	-	-	0.07	0.67	Not Attempted	-	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Preventing Violence at the Workplace - Retail	E-Learning Course	May 24, 2023	May 24, 2023	0.05	0.50	Passed	91	-	May 24, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Project Teams: Communicating in a Project Team	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	80	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Project Teams: Conducting Team Meetings	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Project Teams: Conducting Team Meetings	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Project Teams: Creating a Project Team	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Project Teams: Decision-Making in a Project Team	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	0	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Project Teams: Preparing Teams for Project Work	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	83	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Project Teams: Projects and Project Teams	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	83	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY

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Quality Management: A Path for Change	E-Learning Course	Mar 5, 2023	Mar 5, 2023	0.07	0.67	Passed	100	-	Mar 5, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: A Path for Change	E-Learning Course	May 23, 2023	May 23, 2023	0.07	0.67	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: Causes Of Problems	E-Learning Course	May 23, 2023	May 23, 2023	0.07	0.67	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: Customer Orientation	E-Learning Course	May 23, 2023	May 23, 2023	0.08	0.75	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: Customer Orientation	E-Learning Course	May 23, 2023	May 23, 2023	0.08	0.75	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: Fundamentals Of Quality Management	E-Learning Course	May 23, 2023	May 23, 2023	0.05	0.50	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: Ideas and Organization	E-Learning Course	May 23, 2023	May 23, 2023	0.08	0.84	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: Implementing Quality Changes	E-Learning Course	May 23, 2023	May 23, 2023	0.07	0.67	Passed	91	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: Preparing to Change Processes	E-Learning Course	May 23, 2023	May 23, 2023	0.08	0.75	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: The Costs Of Quality	E-Learning Course	Mar 5, 2023	Mar 5, 2023	0.05	0.50	Passed	100	-	Mar 5, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: The Costs Of Quality	E-Learning Course	May 23, 2023	May 23, 2023	0.05	0.50	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Quality Management: Understanding Current Performance	E-Learning Course	May 23, 2023	May 23, 2023	0.1	1.00	Passed	85	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Respiratory Protection Awareness (Corrections)	E-Learning Course	-	-	0.05	0.50	Not Attempted	-	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Respiratory Protection Standard (Corrections)	E-Learning Course	-	-	0.08	0.75	Not Attempted	-	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Resume Writing	E-Learning Course	Jun 4, 2023	Jun 4, 2023	0.15	1.50	Passed	86	-	Jun 4, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY

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Roaring Rewards: Creating a World Famous Employee Recognition Program	E-Learning Course	May 30, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	Rochester, NY
Safe Lifting Practices and Manual Material Handling (Corrections)	E-Learning Course	Jun 2, 2023	Jun 2, 2023	0.08	0.75	Passed	100	-	Jun 2, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Safety Training for Supervisors (Corrections)	E-Learning Course	-	-	0.07	0.67	Not Attempted	-	-	No	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
SARS: Protecting Workers	E-Learning Course	May 30, 2023	May 30, 2023	0.02	0.17	Passed	100	-	May 30, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Scaffold and Ladder Safety Training	E-Learning Course	Feb 27, 2023	Feb 27, 2023	0.1	1.00	Passed	86.66	-	Feb 27, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Scaffolding Safety	E-Learning Course	Jun 4, 2023	Jun 4, 2023	0.05	0.50	Passed	100	-	Jun 4, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Setting & Maintaining Brand Standards: Guest Feedback & Survey Tools	E-Learning Course	May 31, 2023	May 31, 2023	-	1.00	Passed	0	-	May 31, 2023	-	-
Seven Secrets to Public Speaking	E-Learning Course	Mar 5, 2023	Mar 5, 2023	-	1.00	Passed	0	-	Mar 5, 2023	-	-
Strategic Decision Making: Complex Decisions	E-Learning Course	Feb 16, 2023	Feb 16, 2023	0.13	1.34	Passed	100	-	Feb 16, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Strategic Decision Making: Decision Options	E-Learning Course	May 23, 2023	May 23, 2023	0.12	1.17	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Strategic Decision Making: Decision Results	E-Learning Course	Mar 5, 2023	Mar 5, 2023	0.08	0.84	Passed	100	-	Mar 5, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Strategic Decision Making: Decision Results	E-Learning Course	May 23, 2023	May 23, 2023	0.08	0.84	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Strategic Decision Making: Group Decisions	E-Learning Course	May 23, 2023	May 23, 2023	0.13	1.34	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Strategic Decision Making: Negotiation Decisions	E-Learning Course	May 23, 2023	May 23, 2023	0.12	1.17	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY
Strategic Decision Making: Negotiation Decisions	E-Learning Course	May 23, 2023	May 23, 2023	0.12	1.17	Passed	100	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 100 Rochester, NY



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Strategic Decision Making: Preparing to Make Decisions	E-Learning Course	May 23, 2023	May 23, 2023	0.15	1.50	Passed	80	-	May 23, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Strategies for Managing Risk	E-Learning Course	Feb 16, 2023	Feb 16, 2023	-	1.00	Passed	0	-	Feb 16, 2023	-	-
Substance Abuse	E-Learning Course	May 29, 2023	May 29, 2023	0.15	1.50	Passed	100	-	May 29, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
The Latest and Greatest in Employee Benefits	E-Learning Course	May 31, 2023	May 31, 2023	-	1.00	Passed	0	-	May 31, 2023	-	-
Train-the-Trainer: Training Methods (Corrections)	E-Learning Course	May 21, 2023	Jun 2, 2023	-	0.25	Complete	0	-	Jun 2, 2023	-	-
Understanding the Basic Concepts of HIPAA	E-Learning Course	Mar 6, 2023	Mar 6, 2023	0.08	0.75	Complete	0	-	Mar 6, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
Volunteer Recognition on a Next-to-Nothing Budget	E-Learning Course	May 28, 2023	May 30, 2023	-	1.00	Passed	0	-	May 30, 2023	-	-
Volunteers and Change Management	E-Learning Course	Mar 6, 2023	Mar 6, 2023	-	1.00	Passed	0	-	Mar 6, 2023	-	-
Workplace Basics	E-Learning Course	May 25, 2023	May 28, 2023	0.1	1.00	Passed	100	-	May 28, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY
World Class Innovations in Human Resources	E-Learning Course	May 22, 2023	May 24, 2023	-	1.00	Passed	0	-	May 24, 2023	-	-
Writing Skills	E-Learning Course	Mar 6, 2023	May 21, 2023	0.05	0.50	Passed	100	-	Mar 6, 2023	CypherWorx, Inc.	3349 Monroe Avenue, Suite 101 Rochester, NY



# AWARD OF EXCELLENCE

is proudly awarded to

**Russell Lewis**


**8<sup>TH</sup> PLACE**

IN THE

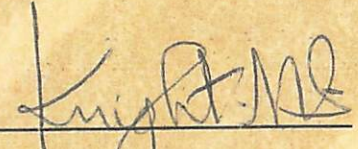
**ESSEX COUNTY CORRECTIONAL FACILITY**

**2023 ESSAY COMPETITION**

April 26, 2023

  
Dr. R. Vega, PsyD  
Division Head

  
R. L. Charles  
Director

  
M. S. Knight  
Recreation Program Specialist

